

NIH Partnership Council Minutes Monday, December 17, 2001

Attendees: Ofcr. Clyde Bartz, Tony Clifford, Howard Hochman, Richard Laubach, Charles Palmer, Mike Showers, Leonard Taylor, Penney Baile

Old Business: Minutes of Monday, September 17, meeting were reviewed and approved.

New Business: A-76/FAIR Act Inventory Update & Campus Security

Andrea Gabossy, OMA, presented the A-76 update. Ms. Gabossy distributed a handout and covered these key points:

- 1) The NIH 2001 FAIR Act inventories were submitted to DHHS in June 2001. OMB has directed agencies to conduct cost comparisons or direct convert not less than 5 percent of all positions listed on their FAIR Act commercial inventory by the end of FY 2002 (for NIH that equates to 466 positions), with an additional 10% for FY 2003 (which equates to 932 positions).

The NIH a-76 Task Force opted to allocate the 5% cost comparison requirement proportionately across each IC and OD component. OMA submitted a rolled up list of NIH's positions and corresponding review schedules to DHHS at the end of October (with a schedule as to when all will be done by the end of September '02).

- 2) Executive officers held a one-day conference to discuss A-76 in September 2001.
Results:

- NIH corporate approach on decisions; not decentralized
- FY 2003 strategy to be formulated by senior managers at the corporate level of NIH.
 - revise inventory based on function, not series
 - achieve consistency across ICs
 - identify commercial activities to cost compare across all Ics and across all functions
 - examine placement/training/personnel authority options for displaced employees (no RIF authority) *[Note: Ms. Gabossy said this was discussed with OHRM, since the Secretary said all employees will have jobs.]*
- Coordinate and establish NIH A-76 Commercial Activities Program including: training, contract support, review and tracking, and guidance *[Note: Ms. Gabossy said the Program would be established at the NIH level and contractors would be utilized.]*
- Establish A-76 Oversight Steering Committee. Ms. Gabossy stated the Committee would be led by Executive Officers and high-level NIH staff and

supported by OMA.

Mr. Laubach asked if RIF approval was being sought, and he relayed that someone at NCI had heard 17 people would be RIF'd. Mr. Taylor said RIF was not on the table. He said there is no intent to seek RIF authority. Someone's job may be eliminated or changed, but the employee will be trained or placed in another job. Mr. Laubach noted that rumors about RIF are stressful to the workforce.

Mr. Laubach told Ms. Gabossy that the union would like to see series codes retained with function codes. He said the union would have difficulty in making challenges if he could not identify employees by the function codes used on the list. Mr. Taylor noted that a function encompasses a whole activity, not just a piece of it, of what it takes to get to an end product.

Mr. Taylor then briefed the Council on the current status of campus security. Two town hall meetings on this subject have been held on campus; two off-campus. The town hall was also televised for videocast. Handouts of Power Point presentation on "Safety and Security at the NIH" were distributed. According to Mr. Taylor, half of NIH employees say too much is being done for the sake of security, and the other half say too little is being done. The level of security is higher when the threat level is higher. All Federal agencies are on high alert right now, but that could change over time. Mr. Taylor stated that a group has been convened to review emergency communications and the value of COOP.

Mr. Laubach relayed that some employees have questioned the privacy of digital images that are proposed to be used for the new ID badges.

Mr. Laubach asked Mr. Taylor if any thought had been given to identifying one campus entrance for deliveries. Mr. Taylor said yes, and that alternatives were being explored. Mr. Laubach asked if security checks were being done on contractors, and Mr. Taylor responded that it was a mixed bag and the organization was working to get it more uniform.

Mr. Laubach said he had received information from Building 10 about Code 100 (fire) that people don't have the proper equipment to perform their job in a safe way. He had been told that people were walking about in water and raw sewage. Mr. Clifford said he would look into the matter.

Ofcr. Bartz asked about Federal guards and whether the freeze was still on due to A-76, since problems had been noted with contract guards. Mr. Taylor said he would discuss the question with Steve Ficca and Rich Southers and respond at the ORS level.

Mr. Laubach stated he was concerned that we put Federal workers in place for security, and that he supports Ofcr. Bartz regarding problems with contractors responsible for security.

Next meeting: Tuesday, January 22, 2002 (due to the Federal holiday on Monday, January 21)

